

*Male:* Good afternoon. And thank you all for joining us on this important conference call. Apologies for the slight delay in getting started today. To open us up this afternoon, General President Jim Hoffa. Mr. Hoffa?

*Jim Hoffa:* Well, thanks a lot. And I want to thank everybody for joining us on this call and all the hard work you've done up-to-date to get us through this crisis. We're monitoring the coronavirus problem just like you are, and we want to make sure that we provide the high quality representation to our members and their families during these very, very difficult times. And that's where everybody on this call comes in.

This morning, I spoke with Francois Laporte of Teamsters Canada. We are coordinating our efforts in Canada, and you're gonna hear a little bit from Francois about how the two countries are coordinating our efforts. We have hundreds of teamsters on this call, and it's about what we can do to make sure we answer questions and make sure we relate to all of our people out there who are members and the leadership that's in our union.

Now more than ever, it's an important time to put people on the frontlines to protect our families. Every industry will be impacted in some way by this crisis. We all know about social distancing and how important it is, and we also know how that's having a negative impact on our members wherever they're at. So these are the problems we're facing today. We also know about layoffs both in casinos and in convention centers. We know about schools closing. We know that impacts our school bus drivers.

So there's going to be a lot of problems caused by this crisis. And as we're on the news today, it's spreading. We also know that there's many industries, where the Teamsters are stepping up, like healthcare, warehouse, package delivery, sanitation. We are working long, long hours to make sure that North American gets what it needs. The people at UPS, YRC, ABF, Cisco, are working hard every day to make sure we do our part to keep America rolling. There is not one industry that isn't going to be impacted by this crisis.

We also know that on 9/11 and Katrina, the Teamsters stood tall, and we're going to do that again. Now is the time for all of us to be on the phones talking to our local unions, our stewards, our joint councils, to make sure that we're there to provide the leadership that they expect and need. We need to share our best practices with our employers to make sure they make good practice decisions to

keep our members safe on the job. And this could include things like distancing, making sure that not too many people congregate together, or adjusting shifts. These are all things that are being done in the industry that can help us get the job done to keep our members safe at work.

We also know that many people are unemployed. I ask all of you to help people get jobs, tell him where their people are hiring, where there are jobs available, and how to get Social Security – I mean and how to get unemployment benefits so they get through this crisis. I know our great locals are doing everything out there to solve these issues. They're getting calls every day just the way we are. And I want to share the solutions with divisions, and the communications department, the general president's office, and the general secretary treasurer's office.

If we find out good solutions in some part of the country, we want to share it with everybody else so we all know what's going on together in our great union. The Teamsters union is America's strongest union. At the end of this crisis, we will emerge as even a stronger union. We are the Teamsters and we lead. Now I'd like to turn this call over to our General Secretary Treasurer Ken Hall.

*Ken Hall:*

Thank you, Jim. I'd also like to thank everyone on this call for all the work that you've done and for the work that you'll be doing in the future to protect our members during this crisis. As union gearing up to face this crisis, I want to update you on the operating status of the headquarters and what that means for joint councils and local unions. The central work of the IBT continues to move forward and will continue to move forward in the future.

Temporary emergency remote work is in place for much of the IBT staff. That means all of the work of the union will move forward. Tighten out-of-work benefits, travel, accounts payable, drive. They're all still operating, and there should be no delay in any dues, receipts, or payroll at this time. However, should things get worse in the D.C. area, we will make adjustments to get to absolute essential staff. And at that time, you could see some delays in per capita checks being deposited.

We will let know if that becomes necessary. And I want to be clear that we have a business continuity plan in place that will provide continuity of services as we move forward. I know many of you are adjusting staff and in your offices, and how your agents and staff are interacting with members just like I am. But please share these practices with us so that we can provide guidance to other locals.

We do not know right now how or what the next weeks and even months will look like. However, I'm here, we're here to assist in any way possible. Please reach out to me or my office with any concerns or needs. I also want to stress the need for our IBT family to be safe and healthy. Work **with those**, but practice social distancing and keep yourselves healthy. And for more on these efforts around safety, I'd like to turn the call over to LaMont Byrd to update our safety and health response to coronavirus. LaMont?

*LaMont Byrd:*

Oh, thank you, Ken. I think next, the coronavirus or COVID-19 is a new virus that's spreading globally. Currently the World Health Organization has declared a pandemic as the virus has spread to every continent except Antarctica. Because this is a new virus, there is little or no preexisting immunity against it. In terms of severity, reported illnesses have ranged from very mild including some with no reported symptoms, to severe including illness resulting in death.

Older people and people all ages with severe chronic medical conditions like heart disease, lung disease, and diabetes for example seem to be at higher risk of developing serious COVID-19 illness. According to the World Health Organization, COVID-19 symptoms include fever, cough, shortness of breath, typically appearing two to 14 days after exposure to the virus. And the World Health Organization reports that on a global basis of confirmed cases, approximately 80 percent are mild, 14 percent are severe, five percent of critically ill, and 3.4 percent of the confirmed cases are fatal.

This makes the virus many times more severe than the typical seasonal flu. In terms of what's going on in the United States, different parts of the country are experiencing varying levels of COVID-19 activity. Most of the United States is currently in the initiation phase of the spread, but states that are heavily-affected like California, the state of Washington, and New York are in acceleration phase as a result of community spread. The duration and severity of each phase can vary depending on the characteristics of the virus and the public health response.

All US states, the district of Columbia, Puerto Rico, Guam, and the US Virgin Islands have reported confirmed cases. In highly-affected areas, the virus is spreading easily and sustainably in the community from human-to-human. Airborne transmission is the primary means of transmission, but direct contact with infected hands and contact with contaminated surfaces are also modes of

transmission. There are preliminary studies that show that the virus has been isolated in human feces, saliva, and possibly urine.

More cases of COVID-19 are likely to be identified in the United States in the coming days and weeks as a result of increased testing more instances of community spread. The Centers for Disease Control and Prevention expects that widespread transmission of COVID-19 in the United States will occur in the upcoming months, and most of the US population will be exposed to this virus. In terms of treatment at present, there is no vaccine preventive or specific treatment protocol for this virus.

For severe in critically ill patients, supportive care to help him breathe, and IV fluids to help them support their immune system may be provided. The Center for Disease Control and Prevention determined the most effective way to reduce the spread of the virus is to implement social distancing policies, frequent hand washing, and cleaning and sanitizing contaminated surfaces.

Workers at risk include healthcare workers, emergency responders, airline operators, educators, cashiers, and retail workers, waste and sanitation workers, cleaning and janitorial workers, transit school bus operators, correctional facility workers, death care workers, and other workers who have broad exposure to the public. So many of our members. In terms of employer responsibilities, all private sector employers that employee greater than 50 people are required to comply with OSHA regulations.

There are no specific OSHA standards covering COVID-19 although some OSHA requirements may apply to preventing occupational exposure to the virus. Among the most relevant OSHA standards includes personal protective equipment for gloves, eyes, and face protection, and respiratory protection, sanitation, bloodborne, pathogens, hazard communication, OSHA general duty, and whistleblower protections to prohibit employers from retaliating against workers for raising concerns about safety and health conditions.

In California, there is a special aerosol transmissible diseases standard requirements, and this is only for healthcare employers – employees, I’m sorry. And as I close, support from the Safety and Health Department includes factsheets that we have developed along with the checklist these materials are posted on IBT website and the Safety and Health Department website, Teamster dot-organization, and Teamster Safety dot-org are where you can find those.

These factsheets provide basic information on COVID-19 and recommend best practices on how best to minimize the risk of infection. We've also develop factsheets for specific industries and we're in the process of creating more for use by divisions, conferences, local unions, and members. I want to thank you for listening in on this. And I'd like that now to introduce Vice President François Laporte. Thank you.

*Francois Laporte:* Well, thank you very much for the occasion to give you an update on what is going on in Canada. As the general president mentioned few minutes ago, we are in constant communication and we are monitoring the situations. However, things are changing very rapidly. I can give you a report on a number of cases that was announced an hour ago, but I'm pretty sure that the numbers will not be accurate. So every hour, we have new cases, and we have new cases of people who died. So this is a very unusual situation.

And I have to say this is an occasion to show what the Teamsters can do and can achieve when we're together. So it's an important situation, unprecedented situation, and we are in constant communication with between IBT and Teamsters Canada. So today, the Canadian Prime Minister Justin Trudeau announced that the border are now closed between our two countries except for essential supply. This will not eliminate the virus, however this is to slow down the spread of the virus.

Keep in mind that 200,000 people are crossing the border on a daily basis, so we hope that this measure will slow down the spread of the virus. Again, when we were talking about the central supply, now the only link between our two countries are the trucking industry and transportation, maybe some rails, but the trucking, that situation shows how important trucking industry is for the supply chain between our two countries. We are monitoring the situation. Our priority is the health and safety of our members.

And keep in mind, our members are the real hero along with the healthcare workers. So we are maintaining North America functioning so these guys are doing a tremendous job, and we have to recognize that. We are in constant communication with our employers. We are monitoring all this. Some are doing the right things. They are taking the necessary measure to help our people, to protect our people, but unfortunately some are still reluctant. They don't take this very seriously. But we keep putting pressure on these employers to make sure that the health and safety of our members is protected.

So Teamsters Canada is functioning properly, I would say. We have declared a crisis situation. I have asked all the staff of Teamsters Canada that we do not need to travel. To stay home. For the one who came back from the United States because we were in the United States a couple of weeks ago, so I asked them to isolate themselves on a voluntary basis. So but we are still in contact with each other. We're still functioning. We're still in communication with our local union.

We're still publishing news on our website and on our social media, so we're still in communication with our members, and our members can get the information they need on our various social media. So that concludes my report. And that keep in mind if we stick together, I'm pretty sure we will prevail, and at the end of the day the Teamsters union will be recognized as a champion. So thank you very much, everyone. And I will pass the mic to the General Counsel Brad Raymond.

*Brad Raymond:*

Thanks, Francois. This is Brad Raymond, your general counsel. And I know all of you are passionate about protecting the rights of our members, especially during these dangerous times. Much of the IBT headquarters, including the legal department are working principally from home, although I happen to be here. We stand ready to do whatever we can to address every legal issue as it comes, although quite frankly, that's probably the least of our concerns.

The most important role that I can conceive of, and I'm sure you all know this is that affiliates should continue to monitor contract compliance by our employers, and obviously address those issues as they come. Should any of the employers impose concessions, we urge you to notify your division director as soon as possible.

And of course, again, I think we've all said this, but everybody should be practicing social distancing. Working from home is the best way to do that and recognizing that every workplace and local has individual challenges. I encourage each of you to follow the recommendations of the Centers for Disease Control and the World Health Organization. And I'd like to pass this onto Dennis Taylor to talk about UPS.

*Dennis Taylor:*

Thank you, Brad. As most of you are aware, UPS and all other companies, there's more than 500 employees are exempt from the legislation relief that was negotiated by congress. This failure to protect our members who are deemed to be essential workers by the feds, all state and local government entities, is shortsighted and

dangerous. As a result of our solutions from regulatory protection, the IBT has entered into discussions with UPS and has reached agreement on the issue of paid leave for our members who are or may be affected by the coronavirus.

The agreement requires UPS to pay our members their daily guarantee for up ten work days. This payment will be four members who are required to quarantine because they have tested positive, are living with someone who have tested positive, or have been ordered to quarantine by any government agency, or medical professional, or UPS, itself. Anyone who self-quarantines will be allowed to use any and all accumulated paid time off, sick days, optional holidays, and vacations, etcetera, and there will be no discipline for any absenteeism as result of these cases.

Health and welfare payments, as well as pension and contributions will be made for all hours paid per supplemental contract requirements. In addition, the company has also agreed alter its delivery requirements to minimize direct contact with its customers by not requiring drivers to obtain direct signatures from the customer itself. It should also be noted that UPS is entered into an agreement with the federal government to provide transportation and logistical support to drive-through testing sites for the coronavirus. Our members sole role will only consist of the normal pick-up and delivery of test kits and supplies.

It is expected that as businesses across the country continue to shut down, that we will start to experience large-scale layoffs. While residential deliveries continue to increase because of the crisis, there is no expectation that will offset the loss of the core business that UPS has historically been at the heart of UPS business. On a personal note, I would like to thank the staff of the packaging division for their extraordinary efforts to assist our members and their affiliates.

While we've instituted protocols to minimize staff contact in the division, we're continuing to do all we can to provide the service that you were accustomed to, and will continue to adjust as necessary until things can be returned to normal. I would like to thank you for your understanding and patience for the duration of this event. Now I'd like to turn it over to freight director Ernie Soehl.

*Ernie Soehl:*

Thank you, Dennis. Thank you, General President Hoffa and General Secretary Treasurer Ken Hall. I've been introduced. My name is Ernie Soehl *[inaudible due echo]* director. As we all

know, we find ourselves in a strange and unprecedented time. We don't have a manual training fighting to guide us situation that's going to come up. The situation is changing by the hour, and the plan we might come up with, one minute is outdated to the next. We just have to use good judgment and common sense.

Each industry and each workplace within each industry is different. I have a lot of echoing. But the top priority through it all is keeping our members and public as safe as possible. As for the freight division, I am in constant contact with our two main freight carriers, YRCW, which includes YRC Freight, New Penn, Holland, and Reddaway, and the ABF. And of course on a daily basis with the General President, Jim Hoffa.

I have been pushing those companies to work with the local unions to mutually arrive at some practices for addressing the COVID-19 pandemic known as a coronavirus. The bulk of the issues, they are working out. The companies are enhancing the cleaning and disinfecting of the facilities, equipment, and truck cabs. The companies will need to be flexible with attendance and vacation use. I have told the companies to relax any no fault attendance-type policies during this crisis. The companies understand and do not want people coming to work who have cold/flu symptoms.

I have also told the companies to relax vacation use rules so that people can use vacation days if they are absent to protect against spread of the virus. Again, I am urging the companies to be reasonable and use commonsense, not a rigid approach to anything. Be assured, I will not hesitate to blast them if they get out of line. But also we need to be smart. As freight division members, we also need to be aware that some of the cargo we hauls is much needed medical equipment and cleaning supplies.

We are performing a critical service just by doing odd jobs. We need to be smart and safe first and foremost, but to the extent possible, we also need to keep rolling. Restaurants along truck routes might be closed. Every local should advise its drivers, and frankly all members to carry an emergency kit with a couple of bottles of water, disinfectant wipes. Keep them in a Ziplock bag, or a can of Lysol, gloves, and some healthy snacks like a granola bar.

Whatever they can, they should also use a Clorox wipe or other disinfectant wipes to clean off the steering wheel, knobs, turn signal switches. This is all common sense practices. The companies are preparing for scenarios that if hotels close that are normally used for drivers on layovers, they may have to temporary



realign routes to turn what had been layover runs to meet and turn runs so that drivers are not finding themselves stranded without a place to rest.

We have had a couple of situations where a third party location like a warehouse or factory is requiring our drivers to make pickups or deliveries, to sign a form confirming that the driver has not been to a high-risk area like China or Italy in the past 14 days, or has not knowingly been in contact with anyone who has been exposed to the virus. One of two of our drivers asked if they had to sign the form. I say, "What is the downside?" If it helps keep down the spread, and is not invasive and does not want personal medical information, go ahead and sign it.

Likewise we have had some drivers go to locations where the security officer at the location has an infrared thermal scanner to see if the driver has a fever. I understand this is a strange situation we're facing. But if it were me, I would welcome the scan to see if I had a fever. It only protects us and makes us safer. You should feel a little bit about going into a facility knowingly that they are monitoring. I would not allow any physical custody, or intrusion, or disclosure of personal medical information. But if it is reasonable and non-intrusive, I would urge our people to go along with it. It makes sense and makes the location safer for them.

What I mean by that, if you're going into a warehouse at 11:00 in the morning, and ten other truckers have been going into that warehouse, and they all was scanned and asked if they've been to China or elsewhere, we know that the people, the truckers and warehousemen that went in there were tested and do not have a fever, which protects you to go in. So I would advise everybody to accept it and go along with it. It's making it safer for you, yourself.

So all local union officials, keep up the good work. Urge our people to use good commonsense. Now is not the time to break chops on the company just because we can. We may need to show some flexibility to make sure our guys are safe, like allowing the company to temporarily realign runs, to temporarily limit the number of people who get in and out of the truck cabs. At the same time, however, if there truly is a situation where our members are put at risk or even potentially put at risk, I will back that member up 100 percent.

We should err on the side of safety. Keep communication lines open. Talk with management. This virus doesn't discriminate between the worker and the boss. They should work with you. As I

stated earlier, each location, terminal, and company is different. You should try to work out issues on a local level between the local union and a local management.

If you can't, or if a terminal manager is being a jackass, then the local union should call their regional coordinator. Bob Paffenroth in the West; John Murphy in the East; Mike Hinton in the Central; Lendon Grisham in the South. If that doesn't work, I will get involved and deal with the CEO if necessary. Guys, we're all in this together. It's a tough time. Let's all work together. Stay safe and thank you. Next, I'd like to introduce Steve Vairma, International Vice President and Warehouse Director. Steve?

*Steve Vairma:*

Thank you, Ernie. As one of the largest divisions in this union, we have been working with many of our local unions in the grocery and broadline industries addressing issues that are arriving daily. In a number of states, restaurants, schools have been closing impacting our members in the broadline industry, and putting even more pressure on the grocery distributors, our members, to meet the demands of the public.

We have and are working with Kroger, Albertsons, US Foods, and Cisco in developing a plan to utilize our members who are facing layoffs in the broad line industry to keep them working with as little disruption as we can. Our discussions are centered around co-sharing the displaced workers from Cisco and US Foods to help supplement the grocery workforce allowing the workers to continue receiving their health and pension benefits, and continue receiving their wages. I believe that we are close to reaching an agreement, and once we have, we'll send it out to all of our affiliate local unions.

We are insisting that all distribution centers follow CDC guidelines, which in our opinion nullifies any enforcement of production standards. The standards are built around normal work environments, and certainly do not reflect the need for selectors say six feet apart while pulling orders, not to mention the stress and other complications they are facing.

We will be passing out a memorandum to all grocery local unions letting them know what they should be doing with their individual employers, to send a letter out to each employer demanding that they take an action concerning these production standards. Our locals in many areas have increased premiums for overtime work for the standard time of time-and-a-half to double time, or even

triple time is time cases while ensuring that they receive proper rest periods and time away from work.

We know that all you are working extremely hard to represent your members during these difficult times, and are having to make temporary changes in some case your existing agreements.

However, I remind everybody is that if you reach an agreement your employer and modify your current collective bargaining agreements through an LOU or an MOU, remember to send those agreements in for division approval. We understand that our food supply operations are an essential service provider.

We are working with carriers to define exactly what that means and how it will impact our members. Once we have full clarity on that, we will issue an advisory to all affected local unions. We appreciate all the work that everyone's doing out there in these difficult times. Our warehouse workers are the true heroes in this organization without a doubt. Keep in touch, keep working with them. If you need any assistance whatsoever from the division, we stand ready to help. With that, I turn this over to Christy Bailey.

*Male:* It sounds like we might have lost Christy for a moment so why don't we turn it over to communications director Bret Caldwell.

*Bret Caldwell:* Hi, there. I want to let you know that the communications department is continuing our work as normal as possible given the current circumstances. Should your local union require media assistance, design work, or other help, please *[inaudible due to audio cutting out]*. We are working closely with the safety and health –

*Male:* Bret?

*Bret Caldwell:* Yeah?

*Male:* Hey, Bret. Sorry about that. Can you hear me?

*Bret Caldwell:* I can.

*Male:* Okay. So Christy?

*Christy Bailey:* Yeah. Thanks. Sorry about that. I just wanted to update everybody on our state and federal response up to-date. This is all very fluid, and we will be reaching out directly divisions in local to assist impact by industry so that we're working with many collisions as possible to address the crisis and protect Teamster members and their families.

The first emergency supplemental spending bill was signed on March 3<sup>rd</sup>. It was 8.3 billion in total finding with money going to state and local health agencies, as well as funding for prevention, preparedness, research and development, supplies, low interest loans, small businesses, etcetera. The second piece of legislation that passed the house this last Saturday is a more comprehensive economic stimulus package called the Families First Coronavirus Response Act.

It provides free testing for a coronavirus, strengthens food assistance, safeguards Medicaid benefits, enhances unemployment assistance, and establishes paid leave. Unfortunately as Dennis Taylor mentioned, only to workers of employers with fewer than 500 employees. We will seek to address that shortcoming in subsequent legislation. The president has publicly stated his support, however Senator McCall has not yet brought it to the floor of the Senate. We expect that to happen soon.

In the past two weeks, the Teamster union has supported numerous coalition letters to Congress and the Department of Labor urging quick action to address the impact of coronavirus pandemic, and providing appropriate support and protections for workers. The Teamsters support our letter to Secretary of Labor Scalia organized by the **AFLCO** calling on the occupational safety and health administration to create an emergency temporary standard to protect workers from potential exposure.

OSHA is unique among federal agencies because it can require employers to take certain steps to address hazards that threaten workers' health and safety. The CDC and other agencies can issue guidelines, but they cannot force an employer to follow them as OSHA can. However, OSHA must operate under an existing rule. Currently there is no OSHA regulations standard regarding airborne infectious agents, but they could issue a temporary emergency standard that would stay in effect for six months and we've encouraged them to do so.

A third support package expected to move that will be very similar to the families first bill, but bigger and more comprehensive and we're working with allies get more comprehensive paid leave protections included. In addition, the administration is looking for a one trillion dollar stimulus package to provide assistance to failing industry such as airline, which will likely include direct, also include direct cash payments to individual Americans. Again,

this is all very fluid, and the third support package could be rolled into the stimulus package. We will see.

We are working with the committee, the jurisdiction in Congress to make sure that any package that protects teams or industries and members, that includes advocating for assistance for our already troubled multiemployer pension fund, those that were already in trouble, and those will thrust into danger by this crisis. In other reports, in conjunction with the president's declaration of an emergency, national emergency, FMCSA issued a waiver Friday evening stating that truck drivers who are moving goods, quote: "In support of emergency relief efforts related to COVID-19 outbreak will temporarily not have to follow hours of service laws."

It is common for state and local governments to lift HOS rules amid national disasters because truck drivers are a critical part of the response. This however is the first time the rule has been suspended on the national level. Again, this only applies direct assistance efforts and we're working with the relevant division to fully assess the impact on Teamsters. In addition, we are tracking the impact of COVID-19 on state legislatures including suspension and postponement of legislative sessions, reduce public access to state capital, and possible voting by legislatures.

As of this afternoon, at least 23 states have officially postponed or adjourned their 2020 sessions, and at least 22 states admitted state level appropriation to combat the virus. As with everything else, it's a fluid situation changing day-to-day, and it's timed hour-to-hour. We will keep you updated. Please reach out directly to us if you have any questions or if there are any employers or industries that we should be highlighting as part of our efforts. And with that, I'm gonna turn it back to Bret Caldwell.

*Bret Caldwell:*

Hi, there. So as I was saying, should your local require immediate assistance design work or other help, please contact us and we'll work with you to meet your needs. We are working closely with the Safety and Health Department to provide updated materials to our members at our website [www.teamster.org](http://www.teamster.org), and on all of our digital platforms including text, e-mail, Facebook, Instagram, and Twitter.

Just today, for example, we added several information sheets related to solid waste and public service numbers. If you need assistance responding to reporter enquiries, you can direct the reporter to our office, or they can e-mail us at press team at

Teamster dot-org. Again, that's press team at Teamster dot-org. Finally, we are working to highlight our members on the frontlines on our social media platforms.

We have set up an e-mail address, Teamsters heroes at Gmail dot-com. You're free to send photos of members we're keeping our country running through this crisis. Again that e-mail addresses Teamsters heroes at Gmail dot-com. So now I'll take you back to General President Hoffa.

*Male:*

So we're just gonna get Jim on the phone. We've been muting lines because of so many people on. So if you could just give us a moment. This is **Todd Hanson**. You should just know that the AFL-CIO had a call at 2:00 with all central labor councils. The general president has been talking with the president of the AFL-CIO Richard Trumka a lot. And we should also advise you that we had been in touch with our health and welfare funds and pension funds, and to try, you know, mitigate anything that is an issue. And if you could bear with me one second.

*[Side conversation]*

*Jim Hoffa:*

Okay. I want to thank everybody for being on this call. We will be having another call next week, and everybody knows this is changing by the hour. There will be new information next week. But most importantly I want you to know that all the people on this call are working every day. And I urge everybody on this call to reach out to people so they hear from you. Reach out to local unions. Reach out to joint councils. Reach out to leaders and say: "We're here. How can we help you? How can we get through these problems?"

I know many, many people have questions, and they want to know what's going on. We're not gonna take questions right now but what I'd like to do in a meaningful way, if you have a question, call your division director, call your department director, call my office at the IBT, or call the general secretary treasurer's office. All those people will have answers to your questions. So I think that's enough for today. I want to thank you again for your attention. We're all in this together, and we're gonna win altogether. We are Teamsters. Thank you so much, and we'll be talking to you soon. Bye-bye.

*[End of audio]*